

# EXHIBIT 4



CITY OF DETROIT  
HUMAN RESOURCES DEPARTMENT  
LABOR RELATIONS DIVISION

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July 18, 2012

Dear Union Official:

Please find attached a set of City Employment Terms ("CETs") for your bargaining unit. Applicable language of the CETs was approved by the Financial Advisory Board on June 28 and July 12, 2012, and subsequently submitted to City Council for approval.

As you may know, on July 17, 2012 City Council voted not to approve the CETs. Therefore, pursuant to the Financial Stability Agreement entered into by the Mayor and City Council with the State of Michigan, these CETs are being implemented pursuant to order of the Program Management Director, effective July 18, 2012.

If you have any questions regarding this matter, please contact me at 313-224-3860.

Sincerely,

Lamont D. Satchel  
Labor Relations Director

cc: Dave Bing, Mayor  
Kirk Lewis, Deputy Mayor  
Jack Martin, CFO  
William C. Andrews, PMD  
Chris Brown, COO  
Partick Aquart, Dir. H.R.  
Labor Relations Staff